

# 2005 ARMY ACQUISITION WORKFORCE CONFERENCE



<http://asc.army.mil>

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Transforming the Organizations, Leaders & Workforce of Tomorrow

## **Purpose:**

1. Provide information on NDAA FY04 and FY05 changes to DAWIA
2. Provide information on implementation of changes in DoD regulations
3. Provide Army-specific guidance on changes

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## NDAA FY 04

- Provided greater flexibility to establish different experience, educational, and tenure requirements for some positions
- Established a single Defense Acquisition Corps
- Eliminated the AET&CD office in OSD; DACMs;

## NDAA FY05

- Decoupled grade from Critical Acquisition Position (CAP) for civilians (legislation to go in FY06 to do same for military)
- Removed minimum grade of GS-13/rank of Major for Acquisition Corps membership—no minimum grade in law

## DAWIA II Working Group/Steering Group Established

- Implement changes in revised DoD 5000.52 Directive and Instruction
- Developed a “living” Desk Guide to replace detail in DoD 5000.58
- Directive signed Jan 12, 2005; implementation with approval of Instruction & Desk Guide

### **Directive:**

**<http://www.dtic.mil/whs/directives/corres/html/500052.htm>**



## Single Defense Acquisition Corps

Centralized policy & guidance and decentralized execution

- Centralized structure

### **Senior Steering Board (SSB) meets Semi-Annually (oversight)**

- Chaired by USD(AT&L)
- Component Acquisition Executives
- Functional Advisors

### **Workforce Management Group (WMG) meets bi-Monthly (execution)**

- Chaired by DAU President
- DACM members
- Centralized metrics

## Critical Acquisition Positions (CAP)

- **CAPs decoupled from Grade of GS-14**
  - Senior position in the NSPS
  - Army CAPs at least GS-14/equivalent demo & above
- **Creation of Key Leadership Positions (KLP) as subset of CAPs**
  - AAE recommends; USD(AT&L) approves
  - Key to success of an acquisition program or effort; e.g., PEO; PM; DPM; AC; SCO; Senior Staff in the PEO; Senior Staff in ASA(ALT); others as recommended by the AAE.

## Critical Acquisition Positions (Continued)

- Special attention to tenure; may be tailored program/milestone needs
- Special attention to qualifications over and above Acquisition Corps membership and level III certification (SSC; advanced degrees; cross-function training; proven leadership)

**Criteria for designating CAPs and KLPs under development**

**Process for revalidating current CAPs & designating KLPs**

**TBD**

## SELECTION for CAPs/KLPs

- **Quality Ranking Factors:**
    - Acquisition Corps membership
    - Level III Certification
    - Additional factors for KLPs (SSC; advanced degrees; cross-functional experience, etc.)
  - **Non-AL&T members:**
    - Evaluated for experience & certification/training comparable to AT&L \*
    - No requirement for priority to Acquisition Corps members on list
- \* Requires DAU approval to substitute for mandatory certification courses



## REFINED PACKARD - Rescinded

- Rescinded for assimilation purposes - used for consistent counting across DoD. Positions identified using:
  - DAWIA
  - DoD 5000.52 Manual & Instruction
  - Position Category Description
- Army will use the Packard as a “guide”

## CERTIFICATION:

- Acquisition Corps Membership now requires Level II Certification (previously Level II training or certification)
- A position waiver is required to occupy a CAP without level II certification
- All CAPs require level III certification within 24 months
- Selectees to Level I and II positions have 24 months to meet certification requirements
- Employees who do not meet certifications within 24 months require a waiver to remain in the position
- Waiver must explain why management failed to ensure certification
- Waivers and Certification are metrics collected by the WMG by service/component and submitted to the SSB for review—**BY SERVICE—HIGH LEVEL OF VISIBILITY**

## MOBILITY:

- Services shall encourage positional mobility
- DACM issued a two-year moratorium on mobility for Acquisition Corps membership; excluded: KLP; SES; CDG
- New Acquisition Corps members will not be required to sign a mobility agreement and current agreements will not be invoked.
- If moratorium is lifted, all will be required to sign a mobility agreement

## TENURE AGREEMENTS:

- KLP tenure agreements will be tailored to the needs of the program; i.e. may be shorter or longer than that prescribed by law
- CAP tenure agreements have designated exceptions that will constitute an automatic waiver, as follows:
  - Promotion
  - Separation, Retirement, Removal for Cause
  - Reduction in Force
  - Mobility/Military Theater/Zone of Operation
  - Elimination of position

If other than above, a formal waiver is required



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## ACQUISITION CORPS MEMBERSHIP

- No minimum grade in law
- Guidance states “eligible for selection to a Critical Acquisition Position” (Designated GS-14/equivalent demo designated as CAP)

## ACQUISITION CAREER PROGRAM BOARD (ACPB)

- Army retains ACPB Functional Working Group – meets quarterly
- Provides input for Army regulations/procedures, other education, training, career development issues

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## **ARMY CHANGES:**

- Waiver Policy & Procedures
- Hiring Policy & Procedures
- AR 70-1 and PAM 70-1
- AAC Handbook
- CE Program Cancelled; access CEs with:
  - Grade of GS-13/equivalent pay band
  - Certification at Level II

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## TIME LINE

- DoD 5000.52 Directive signed: Jan 12, 2005
- DoD 5000.52 Instruction: o/a end of March 2005
- Desk Guide completed: o/a mid-April 2005
- Army Policy revisions effective:  
Instruction signed & Desk Guide  
approved

# **2005 ARMY ACQUISITION WORKFORCE CONFERENCE**

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